

SCOTT COUNTY

2026 ROADMAP TO WELLNESS



YOUR **HEALTH**

YOUR **MONEY**

YOUR **LIFE**

THE **PATH** TO LIVING WELL



2026 Wellness Initiatives Complete Guide

Created by Holmes Murphy & Associates for Scott County, IA

WELLNESS PROGRAM ACTIVITIES THROUGH WELLSTEPS

PROGRAM ACTIVITIES:

To meet the wellness program requirements, you will need to earn 100 points by completing any combination of the following activities by September 30, 2026.

If you received a flu shot through the Scott County’s onsite Genesis clinic, you will automatically receive credit. If you received a flu shot, dental exam, annual exam, vision exam or age appropriate screening through your health provider, you will need to submit that information to Jo, our Health Promotion Coordinator listed on page 2 to receive credit.

ACTIVITY	POINTS
Complete Biometric Screening	25
Additional Bloodwork Testing during the Biometric Screening	5
Glucose: less than 100 mg/dL	5
Blood Pressure: less than 130/85	5
Triglycerides: less than 150 mg/dL	5
HDL Cholesterol: Males 40mg/DL and above or Females 50 mg/dL and above	5
Waist Circumference: Males less than 40 inches, females less than 35 inches	5
Personal Health Assessment	10
Only One of these Courses	
<div> <div>*</div> <div>Wellsteps Health Coaching</div> </div> <div> <div>*</div> <div>Wondr</div> </div> <div> <div>*</div> <div>Real Appeal</div> </div>	25
Routine Annual Exam /Age Appropriate Screening	10
Routine Dental Exam	5
Routine Vision Exam	5
Flu vaccine or a COVID Booster shot (10/01/25-09/30/26)	5
UHC or Mission Square Webinar	5
Wellsteps– Intuitive Eating	10
Wellsteps– Mindfulness at Work	10
Wellsteps– Train your Brain	10
UHC Meeting/Mission Square (Deferred Compensation) Meeting	5
Complete a bike race, Ragbrai, triathlon, organized walk/run, 5k, QC Corporate Games, etc. (Documentation required)	15
Own-it Goal	15
Scott County Health Benefit Team Challenges– 5 points each with max of 10 points	5 (Max of 10 points)
Tobacco Cessation Program or Tobacco Free	10
	200 Total Available Points





SCOTT COUNTY'S 2026 WELLNESS INITIATIVES—HEALTHY LIFESTYLES

Start on Your OWN Road to Better Health....

Scott County is excited to offer our Healthy Lifestyles wellness program through **Wellsteps!** Wellsteps is a wellness website brought to you by Genesis at Work that allows employees to earn points by participating in a variety of activities such as completing a health risk questionnaire, age appropriate screenings, or even running a marathon! **The program begins on October 1, 2025 and runs through September 30, 2026.**

WHO CAN PARTICIPATE?

Scott County employees working 30+ hours per week who are enrolled in Scott County's medical plans and have completed their wellness screening in the fall of 2025. Once your wellness screening is completed in the fall of 2025, your biometric results will be loaded to the Wellsteps website so you can begin to track your points.

Spouse's covered on the family health plan can also participate. They will also have to complete a wellness screening and have their own Wellsteps account to track and earn their points.

WHAT ARE THE PROGRAM REQUIREMENTS?

To meet Scott County's wellness program requirements, employees must complete a biometric screening in the fall of 2025. Employees will then need to earn 100 points by completing any combination of wellness activities on the Wellsteps portal by **September 30, 2026**. Please reference the "Wellness Program Activities" page for a full list of available activities.

WHY SHOULD I PARTICIPATE?

Employees who are enrolled in a Scott County medical plan, who complete a biometric screening in the fall, and obtain the wellness program point requirements, will receive a **\$25 monthly premium reduction beginning in January 2027**. A spouse covered on the medical plan who completes a biometric screening in the fall, and obtains their wellness program point requirements, **will receive a \$25 monthly premium reduction**. If both employee and spouse complete the program they could receive a **\$50 monthly premium reduction!!**

DO YOU HAVE QUESTIONS?

If you have questions about Wellsteps, Wondr, or health coaching, we are here for you! Please feel free to contact our Health Promotion Coordinator.



Your Scott County Health Promotion Coordinator
Jo Nicholson
Jo.Nicholson@mercyone.org
(563) 421-0668

WELLSTEPS FEATURES

WELLNESS PORTAL:

You will receive an email from Genesis at Work with information on how to register the week of **December 29th**. Once registered, you will be directed to your personal wellness program center. Every wellness program activity will be directed by the program center. You will have the opportunity to participate in simple behavior change tasks. You can track your wellness incentives, participate in challenges, campaigns, social media, even health coaching. You can also view the latest health news, videos, and recipes. The program center is available online or via the Wellsteps app.



PERSONAL HEALTH ASSESSMENT (PHA):

One way to earn wellness points is by completing a personal health assessment. The Wellsteps personal health assessment is simple, user friendly, and captures several different behavioral and biometric risk factors. You will complete the 34-question health assessment immediately after you register.

When you complete your assessment, you will receive immediate personalized feedback. With that feedback, you can set personal health goals or participate in behavior change activities tailored to your specific health needs, such as meeting with a health coach.



Personal Health Assessment

Please answer each question accurately so we can better help you improve your health

1 2 3 4 5 6 7

< Previous Next >

How many days per week do you usually exercise?
For example: walking, jogging, fitness classes

0 DAYS 1 DAY 2 DAYS 3 DAYS 4 DAYS
5 DAYS OR MORE

< Previous Next >

HEALTH ASSESSMENT

Step 1 2 3 4 5 6 7

What was your Total Cholesterol when it was last checked?
Normal is 199 or lower. Borderline is 200-239. High is 240+.

Normal
Borderline
High
Not Sure
Never had it checked

< PREVIOUS RESUME >

WELLNESS PROGRAM ACTIVITIES

BIOMETRIC SCREENING DASHBOARD AND ACTIVITY

Wellsteps allows you to view and track your activity progress. Your biometric screening data will be automatically loaded on the biometric screen dashboard.

Flu shots obtained through the Scott County onsite clinic with Genesis at Work will be automatically loaded on your behalf.

However, it is *your responsibility* to ensure that your information is accounted for. If you think you should receive credit for a particular wellness activity that is not showing on the portal, please contact your Health Promotion Coordinator.



WELLSTEPS HEALTH COACHING:

Program Runs from Monday, February 23 through Friday, May 15

If you would like to participate in health coaching as a way to earn your wellness points, you will need to register with our Health Promotion Coordinator in between **February 2 and February 12**. Also in order to participate in the health coaching, you will need to complete your Personal Health Assessment on the Wellsteps portal. You will receive up to 6 telephonic coaching sessions, with a certified Wellsteps coach and discuss the following: What is important to me, SMART goals, Action Plan, Review/Adjust Action Plan, & Overcoming Obstacles.

In order to receive your points for this activity, you must successfully complete all 6 telephonic coaching sessions.

WONDR:

You can choose start date but must join by June 1, 2026.

Please review the Wondr informational materials found in this packet for details on the program. The program concludes on August 28, 2026.

In order to receive your points for this activity, you must successfully complete 11 of the 12 weekly sessions.

REAL APPEAL:

Program can be enrolled in at any point between January 1st through July 1st

If you would like to participate in the Real Appeal program as a way to earn wellness points, you will need to enroll at www.enroll.realappeal.com. Please review the Real Appeal information material found in this packet for details on the program.

In order to receive your points for this activity, you must successfully complete 10 weekly sessions.

WELLNESS PROGRAM ACTIVITIES

ONLINE WELLNESS CAMPAIGNS:

Online Wellness Campaigns are a fun and educational way to receive wellness points. You can register for any of the following campaigns through the Wellsteps website:

January 19 — March 1 *Intuitive Eating*

Discover the 10 principles of Intuitive Eating, learn how to let go of diet culture and make peace with food, understand how to use the hunger-fullness scale and explore your emotional connection to food and practice kinder coping strategies.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.

April 20 — May 31 - *Mindfulness at Work*

Learn and apply mindfulness practices in the workplace, including meditation, present-focused language, patience, and simple acts of service.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.

August 3 — September 13 - *Train your Brain*

Teach your brain to stay active and learn new skills to live a more successful life.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.



TOBACCO CESSATION PROGRAM

Do you currently use tobacco and would like to quit?

Today is the day you start your tobacco –free life! If you are interested in enrolling in a tobacco cessation program to earn wellness points, please contact the Health Promotion coordinator for more detail.





Many of you have asked for the freedom to set your own wellness goals based on your individual needs. Well, here's your chance! Be the owner and create a wellness goal – one that's personal and challenging to you – in any area of wellness (physical, social, emotional, mental, educational, financial, or spiritual). Think about what you really want to achieve or what behavior(s) you're looking to develop and/or change in your life and accomplish it.

Please fill out the Own It goal sheet on the next page to outline your goal. Once completed please submit to our Health Promotion Coordinator — Jo, for approval.

All goals need prior authorization in order to receive points and must be submitted by August 17, 2026.

Write down your goal and make it SMART (Specific, Measurable, Attainable, Realistic, and Time-Bound). Keep it visible and enjoy your successes along the way.

Own It Goal Examples:

- Lose ____ pounds by September 30, 2026
- Reduce a risk factor
- Set a monthly budget/spending plan for my family by the end of February and follow through September 30, 2026
- Participate in an Organized Event/or Race by September 30, 2026 such as:
 - QUAD CITIES CORPORATE GAMES!
- Participate/Coach/Referee in/for an Organized Sport by September 30, 2026
- Participate in an organized physical activity or class by September 30, 2026 such as:
 - Yoga, Aerobics, Biking Class
 - Karate, Kickboxing, Tae Kwon Doe
 - Professional Dancing

Once you have achieved your goal, please provide proof of achieving your goal to your Health Promotion Coordinator — Jo Nicholson.

OWN IT GOAL VERIFICATION FORM:

Complete this form and submit the form to the Health Promotion Coordinator to get your goal approved! Please note, you can only obtain a maximum of 15 points for this category. For example, you run a 5K and also regularly participate in Yoga classes. You can choose to submit either of those activities and receive your 15 points. Goal needs to be preapproved by your Health Promotion Coordinator. If you submit both goals, no harm done, but you will only receive the maximum of 15 points. Feel free to attach additional sheets of paper.

NAME: _____ **DOB:** _____

INITIAL	Write the goal you have in mind
GOAL	

S	What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?
SPECIFIC	

M	How can you measure progress and know if you've successfully met your goal?
MEASURABLE	

A	Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?
ACHIEVABLE	

R	Why am I setting this goal now? Is it aligned with overall objectives?
RELEVANT	

T	What's the deadline and is it realistic?
TIME-BOUND	

SMART	Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed
GOAL	

Your Scott County Health Promotion Coordinator
Jo Nicholson
Jo.Nicholson@mercycare.org (563) 421-0668

WellSteps Health Coaching PROGRAM INFORMATION

WellSteps Health Coaching How Does the Program Work?

Participants take part in 6 telephonic coaching sessions with a certified WellSteps Health Coach. During the scheduled calls, participants set and work on health-related goals. All WellSteps coaches have a minimum of a bachelor's degree, and are certified in health coaching based on Motivational Interviewing.



COACHING SESSIONS

*Calls are every other week

Call 1: What is important to me?

Call 4: Review/Adjust action plan

Call 2: SMART goals

Call 5: Overcoming obstacles

Call 3: Action plan

Call 6: Commitment

CONTACT INFORMATION

Jo Nicholson
(563) 421-0668
Jo.Nicholson@mercyone.com





Weight loss isn't one-size-fits-all

Meet Wondr, the weight-loss program that fits you.

Wondr is a skills-based digital weight-loss program that teaches you the skills to:

- ✓ Lose weight
- ✓ Increase your energy
- ✓ Improve your sleep

and be your healthiest self—while eating the foods you love. Our program is based on behavioral science and takes a personalized approach that fits into your life—at no cost to you.*



Get started today at wondrhealth.com



Science-backed video lessons

Every week, experts in diet, exercise, sleep, stress, and more, will teach you behavior-change skills to feel better and live stronger, for life.



Content tailored to YOU

Based on your health profile, we serve up relevant, bite-sized content from our library, that addresses your unique challenges and goals.



Exclusive rewards

Celebrate progress toward your health goals with rewards like exclusive recipes and meal plans to help keep you accountable along the way.



A supportive community

WondrLink is our online community, where our coaches are ready to support and encourage you every step of the way. Plus, you can share and gain tips and tricks from participants like you.

Wondr works wonders

It's not a diet, it's lasting change. The benefits go beyond the scale.

Proven participant results

88% feel more in control of their weight

68% increased their physical activity

65% lowered their risk of type 2 diabetes

65% feel more confident

62% feel more energetic

61% feel less stress

10lbs+ average weight loss in the first 9 weeks

Join the 1 million+ people like you who've improved their overall well-being with Wondr.

"As I got into the psychology behind it, the health coaches, the doctors, the nutritionists, all of it just started clicking with me. Wondr gave me the knowledge of what it takes to change my life. It's why we eat, how we eat, not just what we eat."

Gail M. WONDRA PARTICIPANT

LOST **70 lbs** | GAINED **Confidence**

For more information, visit:

wondrhealth.com



Get support to build healthier habits

Now's a great time to start taking small steps for lasting change, with Real Appeal®. This online weight management program is designed to help you create a healthier lifestyle that you can maintain with confidence.

More support for more confidence

Real Appeal supports you every step of the way. It's available to you at no additional cost as part of your benefits.



Supportive coaching and sessions

Get personalized guidance from a coach, who leads collaborative weekly group sessions.



Making behavior change possible

Together, we'll address topics like emotional eating, mindset and motivation, and more.



Resources to stay motivated

Your Success Kit gives you access to online fitness classes, scales, a portion plate, and more.

Here's what you need to register:

Your calendar

Choose a weekly online session day and time that works for you.

Your shipping address

You'll receive your Success Kit after attending your first online session.

Your health insurance

Have your health insurance ID card handy when enrolling.

SCAN ME



Get started now at enroll.realappeal.com or scan the QR code.

WELLNESS PROGRAM CONTACTS

DO YOU HAVE QUESTIONS?

If you have questions about Wellsteps, Wondr, or Health coaching, we are here for you! Please feel free to contact the Health Promotion Coordinator:



NOTICE REGARDING WELLNESS

Scott County offers its employees a **voluntary** wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a biometric screening, which will include a blood test for Metabolic Syndrome (MetS). You are not required to participate in the blood test or other medical examinations.

However, employees and/or spouses who choose to participate in the wellness program will receive a monthly premium reduction of \$25 per person beginning January, 2026. Although you are not required to complete the biometric screening, only employees who do so will be eligible for the discount.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting, the Human Resources at 536-326-8767.

The information from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as Wondr and/or a tobacco cessation course. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Scott County may use aggregate information it collects to design a program based on identified health risks in the workplace, **Wellsteps or any of the wellness vendors will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.**

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individuals who will receive your personally identifiable health information are the nurse performing the biometric screening, Wellsteps, Genesis Health Promotion Coordinators and Holmes Murphy representatives in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decisions. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Human Resources at 563-326-8767.



2025-2026

Created by Holmes Murphy & Associates for Scott County, IA